



Mentorically Speaking

Army National Guard Mentoring Program Newsletter

Issue 1-13

January 15, 2001

Blocks for Building

Coach's Corner

By Rhona Post

coachscorner@govexec.com

Who has time to coach?

I think of coaching and the products of coaching as the angles of a triangle, each corner fitting neatly into the whole. On one side, we help our players remember why they are playing the game (vision); on the other side, we help our players develop their talents and skills needed to win (competencies); and finally, at the base, we provide the structures or tools our players need that will enhance their performance to play. Players rely on all three sides of the triangle to win!

I want to provide some distinctions about

coaching that will help you assess your own coaching skills. Coaching is both an art and a science. Coaching is not so much what you do to people, it is what you do with or for people. We don't fix people, we help them develop their potential. As a coach, your role is to care about your people and believe people can be both productive and satisfied in their work. Your first task is to gain permission to work with them. Coaching includes both establishing a rationale or purpose and defining the outcomes that people can expect to achieve. What will be different for the person or team as a result of your coaching? Knowing and being able to articulate the results you are trying to achieve in a coaching relationship helps you shape the practices and projects you assign others.

You are going to hear me talk a lot about practices and projects. A practice is something you do over time that strengthens a person's weak muscle or helps them develop a new muscle. A project is something that has a beginning, a middle and an end. Writing a budget for your family is a project. Reconciling and working the budget on a monthly basis is a practice.

Are there some core beliefs around which you must shape yourself before you step into another person's life to coach him or her? You betcha.

Here are my five golden rules for excellence in coaching:

1. **A leopard can change its spots.** Know for a fact that people can change who and what they are.

Contents



Coach's Corner	1
Mentoring Events	2

Mentoring Events

Orientation Training

Open to new mentoring pairs or pairs that were unable to attend a previous session

January 18, 2001
ARNGRC CDR
8 AM - 12 PM
(*the next Orientation Training
will be April 18, 2001)

Upcoming Brown Bags

January 30, 2001
ARNGRC MPR-C
11:30 AM - 12:30 PM

*see red area below for more information

February 13, 2001
ARNGRC
1 West
11:30 AM - 12:30 PM

* The January Brown Bag session
Public Speaking Seminar
Guest Speaker: Johnny Rodriquez

~ He is one of only 25 people in the world to reach "Advanced Toastmaster Gold".

~ He has taught public speaking.

~ He is a "Table Topics" & "Evaluations" champion with the Toastmasters.

Mr. Rodriguez will be offering pointers on how to brief more effectively, proper usage of visual aids and how to get comfortable in front of your audience.

Everyone is invited to attend!

2. It takes two to tango. Know in your heart that coaching happens in a relationship, and that relationships are built upon trust, respect and honesty.

3. Don't judge a book by its cover. Let go of your judgments about who a person is so you can listen and really hear what that person is saying. Like the hero in any great novel, the person you are coaching will have obstacles to overcome before the last chapter is finished.

4. Don't let the blind lead the blind. Do not coach people in areas where you have no expertise.

5. The means don't justify the ends. Doing coaching right is not as important as doing the right thing. If your commitment is to serve your employees, you will know the right thing to do.

By Rhona Post

You can subscribe to receive the Coach's Corner by going to www.coachscorner.com or visiting the govexec.com website.

REMINDER:

Please return the Mentoring Program Evaluations as soon as possible. Everyone's input is vital. In the event you did not receive an evaluation, and you are in the ARNG Mentoring Program, please contact me so I may forward that information to you. Thank you!!

For more information about the ARNG Mentoring Program or if you are interested in publishing an article or event, please contact:

1LT Dawn Mock
703.607.9702
Dawn.Mock@ngb.army.mil